

Gender Pay Gap Report

The difference in mean and median hourly rates of pay

| | Difference in the mean hourly pay | Difference in the median hourly pay |
|--------------------------------------|-----------------------------------|-------------------------------------|
| Pay gap. % difference male to female | | |

The difference in mean and median bonus pay

| | Difference in the mean bonus pay | The difference in the median bonus pay |
|--------------------------------------|----------------------------------|--|
| Pay gap. % difference male to female | | |

The proportion of male and female employees who were paid bonus pay


| | |
|--|--|
| Male employees (% paid a bonus compared to all male employees) | |
| Female employees (% paid a bonus compared to all female employees) | |

The proportion of male and female employees according to quartile pay bands

| | Quartile 1 (Lower) | Quartile 2 (Lower Middle) | Quartile 3 (Upper Middle) | Quartile 4 (Upper) |
|--|--------------------|---------------------------|---------------------------|--------------------|
| Male (% males to all employees in each quartile) | | | | |
| Female (% females to all employees in each quartile) | | | | |

Supporting Narrative

Declaration of Accuracy

| | | | |
|-----------|---|------|--|
| Signature |  | Date | |
| Position | | | |